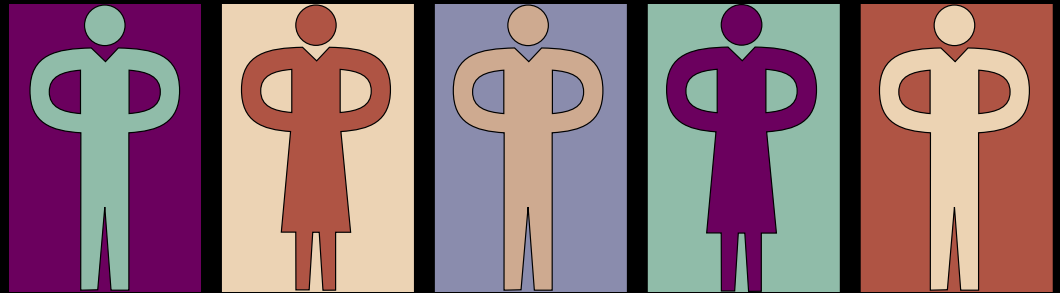


Volume I
Issue I

Quarterly Report

Washington State
Department of
Corrections
Workplace Diversity
Program Quarterly
Report for the
Months of October,
November, and
December 2002.



DIVERSITY

Introduction

This is the first Diversity Quarterly Report. The report is provided to update information about diversity to Executive Management and interested stakeholders. Even at a time when there are budget constraints, it continues to be important to recruit and retain a diverse workforce in the Department of Corrections.

The purpose of this report is to provide information that will inform discussion and action around diversity. Included in this report is staff ethnicity, gender, veteran, and disability status.

Special reports are being provided this quarter to honor Dr. Martin Luther King, Jr. and spotlight our Headquarters Diversity Committee and the chairperson Doug Mah. Our hope is that this report will shed light on what the Department has accomplished and shine an even brighter light on where we are going. Your ongoing feedback would be appreciated.

Special Announcement

Please welcome Wendy Osiadacz as our new temporary Southeast Diversity Consultant. Wendy will be stationed at Ahtanum View Correctional Complex (AVCC). Most recently Wendy worked for AVCC as their Human Resources Consultant. Wendy has worked for the Department for only the short period of time of 11 months. Prior to her joining DOC, she worked for Department of Social and Health Services (DSHS) in the regional personnel office. Wendy began working for the State of Washington in 1998.

Welcome Wendy, and Congratulations!

In Honor Of Dr. Martin Luther King, Jr.

On January 15, 2003 we will celebrate Dr. Martin Luther King, Jr.'s 76th birthday. We honor Dr. King because he has become a vital figure of the modern era. His voice continues to spark the conscience of many, not just in America, but throughout the world.

In remembrance of Dr. King, let us reflect on his words.

From the acceptance speech, the Nobel Peace Prize, 1964; *"I accept this award today with an abiding faith in America and an audacious faith in the future of mankind. I refuse to accept the idea that the 'isness' of man's present nature makes him morally incapable of reaching up for the eternal 'oughtness' that forever confronts. I refuse to accept the idea that man is mere flotsam and jetsam in the river of life unable to influence the unfolding of events, which surround him. I refuse to accept the view that mankind is so tragically bound to the starless midnight of racism and war that the bright daybreak of peace and brotherhood can never become a reality.*

I refuse to accept the cynical notion that nation after nation must spiral down a militaristic stairway into the hell of a thermonuclear destruction. I believe that unarmed truth and unconditional love will have the final word in reality. This is why right temporarily defeated is stronger than evil triumphant."

From the sermon, "I've been to the Mountaintop," April, 3, 1968 the night before he was killed; *"...That's the question before you tonight. Not, 'If I stop to help the sanitation workers, what will happen to my job?' 'Not, if I stop to help the sanitation workers, what will happen to all of the hours that I usually spend in my office everyday and every week as a pastor?' The question is not, 'If I stop to help this man in need, what will happen to me?' The question is, 'If I do not stop to help the sanitation workers, what will happen to them?' That's the question."*

"...Well, I don't know what will happen now. We've got some difficult days ahead. But it really doesn't matter with me now, because I've been to the mountaintop and I don't mind. Like anybody, I would like to live a long life. Longevity has its place. But I'm not concerned about that now. I just want to do God's will, and He's allowed me to go up to the mountain. And I've looked over and I've seen the Promised Land. I may not get there with you, but I want you to know tonight, that we as a people will get to the Promised Land. And I'm happy tonight; I'm not worried about anything. I'm not fearing any man. Mine eyes have seen the glory of the coming of the Lord."

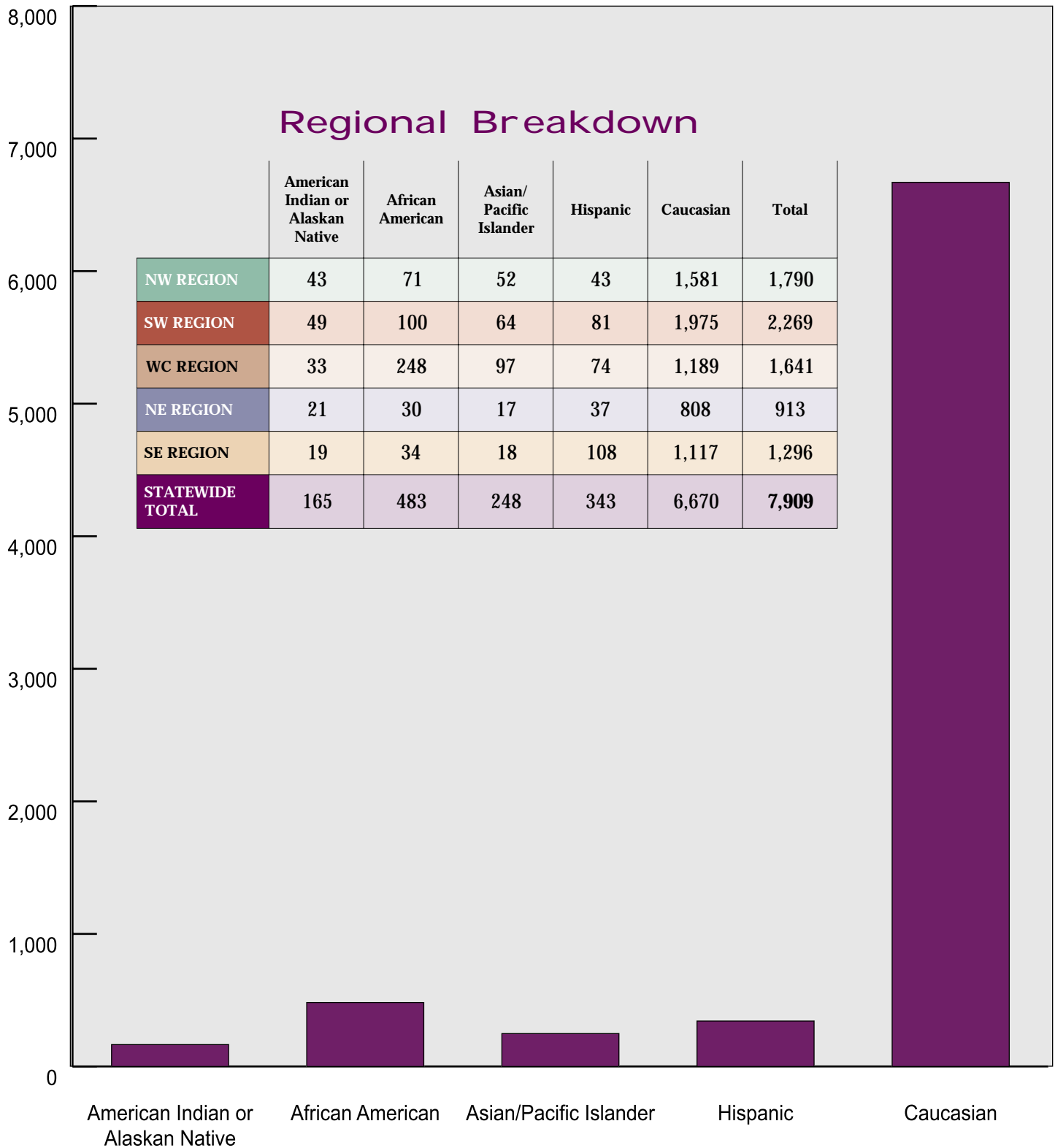
Source: With the authorization of the Martin Luther King, Jr. Center for Nonviolent Social Change.



Martin Luther King, Jr. Day
January 20

Statewide Total of Diverse Workforce

Race/Ethnicity

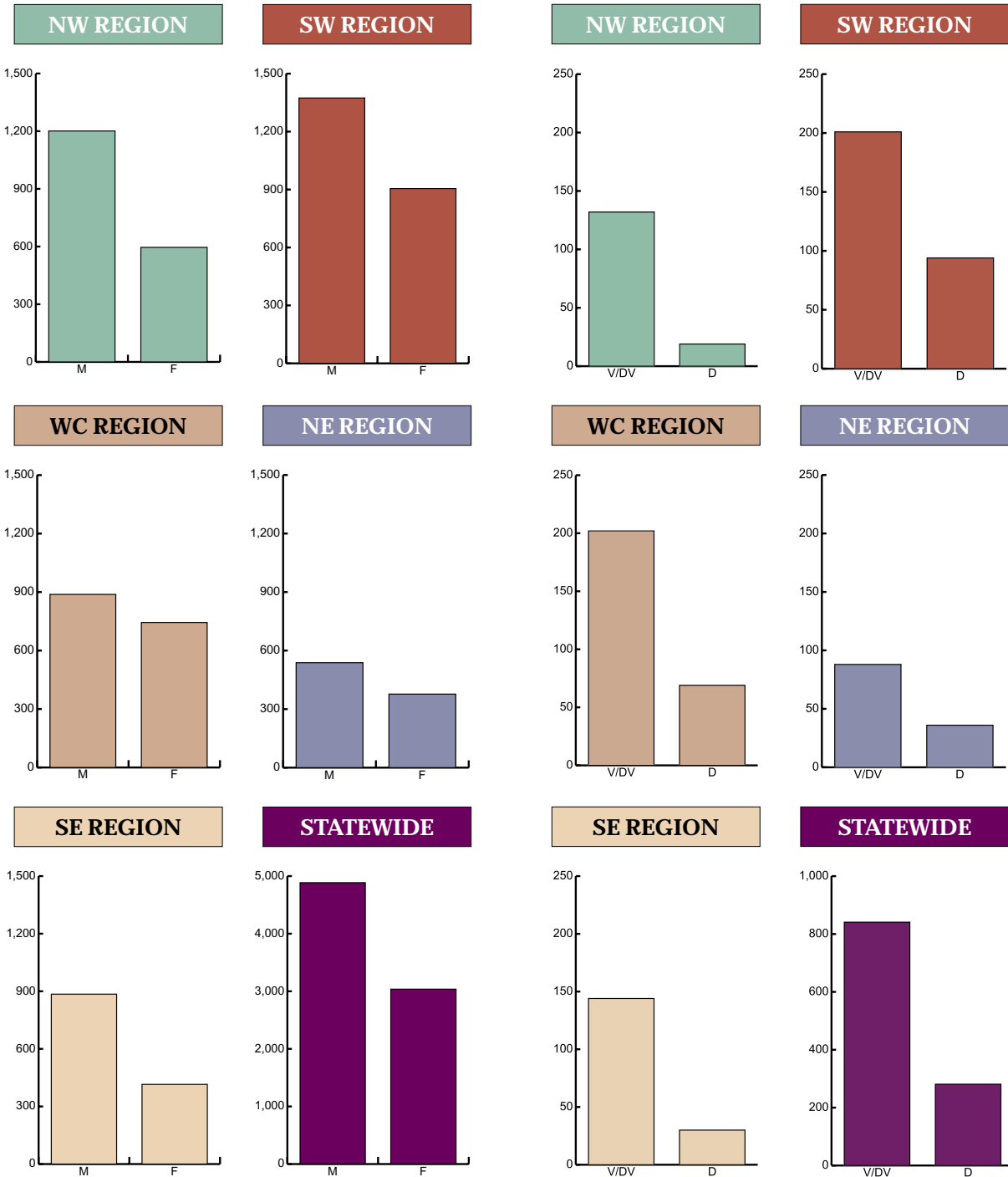


Note: This information was extracted January 2, 2003 from the Data Warehouse; a database managed by the Department of Personnel. Headquarters and Correctional Industries data in these charts are part of the Southwest Regional data.

Diverse Workforce

Male/Female

Veteran/DV/Disabled



Legend: M = Male
F = Female

Legend: V/DV = Veteran/Disabled Veteran
D = Disabled

Note: This information was extracted January 2, 2003 from the Data Warehouse; a database managed by the Department of Personnel. Headquarters and Correctional Industries data in these charts are part of the Southwest Regional data.

Month at a glance diversity calendars

DIVERSITY

January 2003

Autism Awareness Month/Dr. Martin Luther King, Jr.'s Birthday

			¹ New Year's Day	²	³	⁴
⁵	⁶	⁷	⁸	⁹	¹⁰	¹¹
¹²	¹³	¹⁴	¹⁵ MLK Jr. Birthday	¹⁶	¹⁷	¹⁸
¹⁹	²⁰ MLK Day	²¹	²²	²³	²⁴	²⁵
²⁶	²⁷	²⁸	²⁹	³⁰	³¹	

February 2003

African American Heritage Month

						¹ Chinese New Year
² Groundhog Day	³	⁴	⁵	⁶	⁷	⁸
⁹	¹⁰	¹¹	¹² Abraham Lincoln's Birthday	¹³	¹⁴ Valentine's Day	¹⁵
¹⁶	¹⁷ President's Day	¹⁸	¹⁹	²⁰	²¹	²² George Washington's Birthday
²³	²⁴ Flag Day	²⁵	²⁶	²⁷	²⁸	

March 2003

National Women's History Month/Irish-American Heritage Month

						¹
²	³	⁴ Mardi Gras	⁵ Ash Wednesday	⁶	⁷	⁸ Women's Day
⁹	¹⁰	¹¹	¹²	¹³	¹⁴	¹⁵
¹⁶	¹⁷ St. Patrick's Day	¹⁸	¹⁹	²⁰ Spring Begins	²¹	²²
^{23/30}	^{24/31}	²⁵	²⁶	²⁷	²⁸	²⁹

Internal Discrimination Complaints

Listed below are complaints that have been filed internally with the Department for the months of October, November, and December.

NORTHWEST REGION		
Respondent	Basis	Issue
WSR	Disability	Reasonable accommodation
WSR	Religion, Gender, Marital Status	Inappropriate comments/touching
TRCC	Religion, Gender, Sexual Orientation	Abusive behavior
WSR	Religion, Gender, Disability	Retaliation

SOUTHWEST REGION/HEADQUARTERS		
Respondent	Basis	Issue
CCCC	Gender	Inappropriate comments
SCCC	Gender, Disability, Pregnancy	Retaliation

WEST CENTRAL REGION		
Respondent	Basis	Issue
MICC	Race	Labor practices
MICC	Race	Retaliation
MICC	Gender	Unfair treatment
MICC (MIR)	Age, Disability	Hostile work environment
MICC (MIR)	Discrimination, Sexual Harassment	Hostile work environment

NORTHEAST REGION		
Respondent	Basis	Issue
None		

SOUTHEAST REGION		
Respondent	Basis	Issue
None		

External Discrimination Complaints

Listed below are open complaints that have been filed externally with the Equal Employment Opportunity Commission and the Human Rights Commission for the months of October, November, and December.

NORTHWEST REGION		
Respondent	Basis	Issue
CBCC	Retaliation	Participation in investigation
CBCC	Gender, Disability, Retaliation	Inappropriate comments due to only female in unit
CBCC	Disability, Retaliation	Discriminatory treatment
CBCC	Disability, Reasonable Accommodation	Failure to accommodate
MCC	Disability, Reasonable Accommodation	Failure to accommodate
NW Region	Retaliation	Inappropriate comments
SOUTHWEST REGION/HEADQUARTERS		
Respondent	Basis	Issue
HQ	Disability, Retaliation	Failure to accommodate
HQ	Religion, Race, Age, Retaliation	Employment discrimination
LCC	Disability, Reasonable Accommodation	Failure to accommodate
SCCC	Disability	Failure to accommodate
SCCC	Gender, Retaliation	Sex discrimination
SCCC	Gender, Retaliation	Opposing unfair practices
WCC	Disability, Retaliation	Failure to accommodate
WCC	Gender, Retaliation	Opposing unlawful discrimination
WCC	Race, Retaliation	Inappropriate comments
WCC	Gender, Age, Retaliation	Opposing discrimination
WEST CENTRAL REGION		
Respondent	Basis	Issue
MICC	Race	Accusation of misconduct
TPR	Race, Retaliation	Ongoing discriminatory treatment
WC/King	Race	Retaliation
NORTHEAST REGION		
Respondent	Basis	Issue
PLPR	Gender	Hostile work environment
SOUTHEAST REGION		
Respondent	Basis	Issue
WSP	Age	Failure to hire
WSP	Retaliation	False accusations
SE Region	Disability, Retaliation	Unfair practices

Spotlight



The Headquarters (HQ) Diversity Committee works to inform and educate staff about the value of a diverse workforce and promote specific activities that address targeted deficiencies.

Last year the Committee conducted an employee survey to assess experiences, perceptions, and impressions of workplace diversity at HQ. They found that creating a respectful work environment is best done at the work unit level and that setting aside time for employees to talk openly about their experiences can improve how individuals work together. Based on the survey results, the Committee has hosted two brownbag luncheons to help facilitate Hispanic and Disability awareness. In addition the Committee participated in the Talking Circles pilot.

The HQ Diversity Committee meets the first Thursday of every month at 9:00 a.m. in the 8th floor conference room. We encourage all interested people to join us. The Committee looks forward to hosting future diversity awareness activities in 2003. For more information please contact Doug Mah, HQ Diversity Committee Chair at 360-664-9628.

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Chief of Staff:
Patria Robinson-Martin

Deputy Secretary:
Eldon Vail

Deputy Secretary:
Cindi Yates

Human Resources
Administrator:
Jennie Adkins

Diversity Programs
Administrator:
Anne Williams

Administrative Assistant:
Harold Griffin

Southwest Region:
Jane Woolson

Northwest Region:
Raymond Patrick

Southeast/Northeast Region:
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